

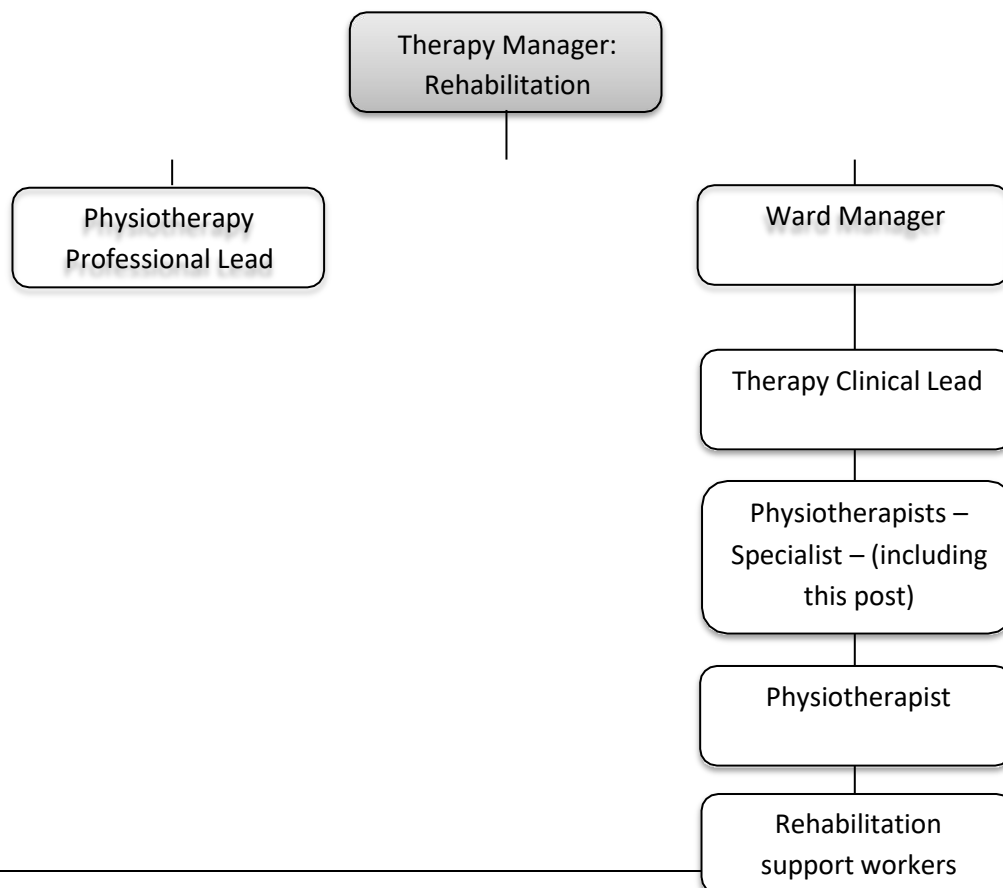
Job Description

Job Title	Specialist Physiotherapist
Salary Band	Band 6
Division/Service Line	Adult Community Services
Department	Lanyon Stroke Ward

Job Overview

An exciting opportunity has arisen to be part of the Stroke Team, based at the Stroke Rehabilitation Unit at Camborne Redruth Community Hospital. You will help provide a seamless service for stroke patients which will include flexible, cross-boundary working within the wider stroke team (clinical specialist therapists, Early Supported Discharge Team and Community Rehabilitation Teams). You will also work collaboratively with other members of the specialist multi-disciplinary team. You will be required to hold and manage a varied clinical caseload supporting their early rehabilitation, facilitating early discharge from hospital and enabling patients to return to their chosen environment.

Organisational Chart



Duties and Responsibilities

Communication and Working Relationships

- Multidisciplinary Team colleagues
- Patients/ Carers/ Relatives
- Administrative and clerical staff
- Early Supported Discharge Team
- Community Rehabilitation Teams
- Adult Care, Health & Wellbeing staff
- GPs
- Community Matrons
- Specialist Nurses
- Voluntary Agencies

Management and Personal Development

- To contribute to the training, supervision and coordination of junior staff, students, and support staff.
- To plan, organise own time flexibly.
- Act as an autonomous practitioner.
- To contribute to the training, supervision and co-ordination of junior staff/ students/support workers and other healthcare professionals in core areas of physiotherapy.
- To deputise for the Advanced Physiotherapist/Team Leader in their absence, taking responsibility for operational management of the team, allocating and organising the work of junior and support workers to meet service priorities on a daily basis.
- To supervise junior and student physiotherapists.
- To plan and organise own time flexibly, patient caseload, meetings, training and adjusting plans as required according to staffing levels and work prioritisation.
- To ensure the smooth running of the patient group work e.g., gym, pulmonary rehabilitation, lower limb, stability and falls classes.
- To maintain close links, communication and liaison between all staff and people involved in patient care, student education and research or policy development as appropriate.
- To participate in the staff appraisal scheme as appraiser and appraisee and be responsible for complying with your agreed personal development to meet knowledge and competencies required.
- To demonstrate a sound understanding of clinical governance, including ability to participate in audit and undertake the collection of data, as directed.
- To attend team meetings and represent colleagues and the physiotherapy service.

Clinical

- To be professionally and legally responsible and accountable for all aspects of the practitioner's professional activities. To hold responsibility for own caseload, working without direct supervision.
- To carry out a specialist assessment of patients as an autonomous practitioner including those with highly complex presentations. To use specialist clinical reasoning skills and knowledge of evidence-based practice to determine appropriate diagnosis and care plan utilising a wide range of treatment skills and options.
- To formulate accurate prognoses and recommend best course of intervention, developing comprehensive discharge plans.
- To interpret and analyse clinical and non-clinical information to form accurate diagnoses in a wide range of complex conditions with occasional guidance from a clinical lead in physiotherapy.
- To reassess patients continually in order to progress and alter treatments effectively.
- To co-ordinate intervention, which may include other disciplines; advise and educate patient/carers/relatives/other healthcare professionals.
- To manage clinical risk within own caseload.
- To be responsible for maintenance of accurate and comprehensive treatment records, which include comprehensive discharge reports to medical referrers and legal and disability reports, in line with organisational and professional standards.
- To demonstrate postgraduate specialist expertise, supplemented by specialist training to post graduate diploma level or equivalent.
- To work within national and local clinical guidelines. To have good working knowledge of national and local standards and monitor own and others' quality of practice.
- To ensure valid informed consent is gained and work within a legal framework with patients who lack the capacity to consent to treatment.
- To implement policy changes that impact on all service users and advise team leaders of any service development changes.
- To assess for specialist equipment and recommend its purchase.
- To be able to motivate and encourage patients with a range of complex conditions/disabilities to work with treatment programmes and towards treatment goals.
- To use a range of verbal and non-verbal communication tools to communicate effectively with patients and carers to progress rehabilitation and treatment programmes. This will include patients and carers who may have difficulties in understanding or communicating, for example, patients may be dysphasic, depressed, deaf, blind or may be unable to accept diagnosis.
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Strategic Development, Planning and Organising

- To be responsible for the safe and competent use, and maintenance reporting, of all electrotherapies, gym equipment, patient appliances and aids and ensure competency prior to use.
- To organise and contribute to the education of multidisciplinary groups, patients and carers as appropriate.
- To be proactive with regard to learning from senior clinicians within the department and other MDT staff within the Organisation.
- To be responsible for maintaining own competency to practice through CPD activities and maintain a portfolio which reflects personal development.

- To organise and actively participate in post registration education within the specialist area and attend postgraduate external courses/ lectures.
- To be an active member of the in-service training programme by attendance and participation in the organisation and delivery of in-service training within the department

Administrative

- To be responsible for maintaining accurate and comprehensive patient treatment records in line with CSP and organisational record keeping standards, including preparation of reports, discharge summaries to consultants and GP's.

IT Systems and Processes

- To use a wide range of ICT to support and enhance the effectiveness of practice and specify software requirements to enhance work.

Additional Information

Code of Conduct

The post holder is required to comply with all relevant Code of Conducts for the role, including the Trusts Code of Conduct. All staff are required to support the Trust's commitment to developing and delivering excellent customer service by treating patients their carers, families, friends, visitors and staff with professionalism, dignity and respect. All staff are expected to behave in a professional manner and not to bring the Trust into disrepute.

Confidentiality and Data Protection Act

All NHS employees have a duty to maintain confidentiality under both common law and the Data Protection Act 2018. Service users and staff have a right to expect that any information, whether personal or commercial, held by the Trust will be treated in a confidential manner. All employees of Cornwall Partnership NHS Foundation Trust must not, without prior permission, disclose any information regarding patients or staff.

Safeguarding Children and Vulnerable Adults

All employees of Cornwall Partnership NHS Foundation Trust must be familiar with and adhere to the Trust's safeguarding policies and procedures.

Personal Development

All employees are required to undertake statutory and essential training as directed by the Trust. This will be monitored through the supervision and appraisal process which is in place for all staff to participate in.

Risk Management and Health and Safety

All employees of Cornwall Partnership NHS Foundation Trust are required to make positive efforts to maintain their own personal safety and that of others. You are reminded of your responsibilities for health and safety at work under the Health and Safety at Work Act 1974 as amended and associated legislation. These include the duty to take reasonable care for the health and safety of yourself and of others in your work activities or omissions, and to co-operate with your employer in the discharge of its statutory duties. It is also essential that precautions advised by Management, Occupational Health, Risk & Safety Services, etc. are adhered to for your own protection.

Infection Prevention and Control

All staff, collectively and individually, has a duty of care in following best practice in adherence to guidelines which is a fundamental requirement in underpinning the management of infection control.

Location/Mobility

In accordance with the Trust's requirements, all staff are required to undertake work and alternative duties as reasonably directed at variable locations in the event of, and for the duration of a significant internal incident, major incident or pandemic. You may be required to work at or from any additional location as determined by the Trust. You may also be required to travel between Trust premises for the performance of your duties.

Equal Opportunities

The aim of the Trust's policy is to ensure that no job applicant or employee is discriminated against either directly or indirectly on the grounds of race, creed, sex, marital status, disability, age, nationality, ethnic or national origins. The Trust commits itself to promote equal opportunities and will keep under review its policies, procedures and practices, to ensure that all users and providers of its services are treated according to their needs.

Review of the Job Description

This job description is not intended to be exhaustive, and it is likely that duties may be altered from time to time in the light of changing circumstances, in discussion with the post holder. This role profile is intended to provide a broad outline of the main responsibilities only. The post holder will need to be flexible in developing the role with initial and on-going discussions with the designated manager.

Rehabilitation of Offenders Act

The Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 is applicable to this post. Therefore, should you be offered the post it will be subject to a Disclosure & Barring Service check satisfactory to the Trust. You will therefore be required to declare all criminal convictions, cautions, reprimands and warnings that would not be filtered in line with current guidance.

The Trust operates a no smoking policy. Employees are not permitted to smoke anywhere in the premises of the Trust or when outside on official business. Staff must be mindful of public perception and therefore must not smoke whilst travelling in Trust identified vehicles or when can be identified as a member of CFT staff.

Person Specification

Job Title	Specialist Physiotherapist
Salary Band	Band 6
Division/Service Line	Adult Community Services
Department	Inpatient Therapy Team

Role Requirement	Essential	Desirable
<i>Education / Qualifications and Relevant Experience</i>		
Current professional registration – HCPC	✓	
Degree or Diploma in Physiotherapy	✓	
Formal and informal post graduate training in the rehabilitation and management of complex and long-term conditions	✓	
IELTS unless qualification taken in English.	✓	
Membership of the chartered society of Physiotherapy		✓
Membership of appropriate clinical interest group (ACPIN, AGILE)		✓
Clinical educator	✓	
<i>Skills and Aptitude</i>		
High level of assessment and treatment skills of stroke patients	✓	
Skills in the planning and delivery of evidence-based treatment	✓	
Skills in the use of outcome measures to evaluate the effectiveness of treatment	✓	
Teaching skills	✓	
Computer literate	✓	
Evidence of participation in audit and research		✓
<i>Knowledge and abilities</i>		
Ability to organise and prioritise own work and to delegate to other	✓	
Experience of undertaking clinical education of Physiotherapy students	✓	
Experience of working within a community inpatient setting	✓	
<i>Personal Qualities</i>		
Reflective and analytical practitioner, with portfolio of evidence to support this	✓	
Ability to undertake moving and handling procedures	✓	
Self-motivated, reliable with ability to stay calm under pressure and cope. with change	✓	

Commitment to client centred, non-discriminatory practice with a strong ethos towards independence and rehabilitation	✓	
Team worker with commitment to integrated working and strong connections with MDT working	✓	
<i>Other</i>		
Demonstrates evidence of Trust "CHOICE" values	✓	
Disclosure and Barring Service check satisfactory to the Trust	✓	
Occupational health clearance satisfactory to the Trust	✓	
Ability to travel independently where required	✓	